

# Foreign students in the Russian job market

## Roundtable Discussion

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# A framework of the International Employment Market

Are our students ready to enter the job  
market?

# Our audience: Millennials & Generation Z

Millennials (Gen Y) (born between 1980-2000)	Gen Z (born between 1995-2010)
Motivated by <b>purpose</b> , more idealistic, want to make a difference	Motivated by <b>security</b> , and a paycheck- secure life outside of work
Collaborative and <b>teamwork</b> oriented; inclusion is a priority	More competitive, want to be judged on their <b>own merits</b> , not the team's
Prefer open, <b>collaborative</b> spaces and approach to problem solving	They want <b>independence</b> , like to work alone, have an office to themselves
Prefer <b>email</b> , instant messaging	Prefer <b>face-to-face</b> communication
Digital natives - grew up in a world with <b>landlines &amp; dial-up internet</b>	True digital natives: grew up in a world of <b>smart phones and free Wi-Fi</b>

# Millenials & Generation Z - Similarities

**Millenials (Gen Y)**

**Gen Z**

Both generations want to be catered to

The workplace has to conform to their needs

Entrepreneurial



No matter what type of job they target, the process remains the same

“Praktikas”

Full-time job

Part-time job

Co-op

Volunteer work

Consulting

Contract work

# 3 Steps for their Game Plan (3Ws)

Prioritize

Connect

Prepare

# Step 1: Prioritize

## Prioritize = where?

- Career Service Center; Alumni Office/network; job postings
- Find target employers
- Create a list of top 50 possible employers
- Find what employers offer work permits to international students



## Step 2: Connect

# Connect = who with?

- Family and friends
- Alumni
- LinkedIn
- Facebook/Twitter
- Glassdoor.com
- Meet-ups



## Step 3: Prepare

### Prepare = what?

- Résumé (Curriculum Vitae) + LinkedIn profile
- Cover Letter
- Interviews - Questions and Answers
- Thank you notes
- Follow-up

# Remind students to...

- **Network!** Get F2F with companies, alumni, associations
- Optimize résumé keywords via Jobscan
- Take personality tests: StrengthsFinder 2.0
- Create SOAR stories, positioning statements and accomplishments
- Review etiquette + be professional
- Create online presence



# Career Services Office

## First stop for an international student



ENGAGE WITH EMPLOYERS AT ONE OF OUR 3 UPCOMING CAREER FAIRS

Architecture & Design Career Fair, Business Career Fair, & STEM Career Fair





# How can Admissions, Career Services & Alumni work creatively together?



Admissions



Careers Services



Alumni Office



# Internships: formality or new trend?

## Student perspective

- Ticket to full-time position
- Onboarding process to learn to work with different departments
- Work on great projects from the get-go that impact the company and themselves
- Positively impacted when autonomy is granted
- Challenging to balance workload of being a student and an “employee”

# Internships: formality or new trend?

## Employer perspective

- Year-round recruiting tool
- Find free of charge
- Easy way to assess future talent
- Extra help increases productivity on current employees
- Get novel perspectives, fresh ideas, specialized strengths and skill sets
- Inexpensive resource



# Most common difficulties foreign students may encounter in entering the job market

- Language barrier
- Registering a work permit
- Not job ready; lack of preparation
- Waiting too long to network, start TODAY
- Choosing a major not in demand by employers